

# Anti-Bribery and Corruption Policy.

Parratech Group Pty Ltd  
(ABN 91 634 192 920)



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## Purpose

Parratech is committed to conducting business transparently, honestly and with integrity. Therefore, it is important that the Company complies with and conducts its business in accordance with applicable anti-bribery and anti-corruption laws.

This policy outlines the responsibilities in observing and upholding the prohibition on bribery and related improper conduct and should be read in conjunction with the Company's Code of Conduct.

## Scope and Responsibility

This policy is applicable to all directors, employees, temporary staff, contractors, suppliers, service providers, and other third parties acting for or on behalf of the Parratech Group. Bribery and the related improper conduct referred to in this policy are serious criminal offences for both the company and any individuals involved.

Each one of the above-mentioned individuals has a personal responsibility and obligation to conduct Parratech's business activities ethically and in compliance with all applicable laws based on the countries in which Parratech does business. Failure to do so may result in disciplinary action, or resultant action under a relevant contract.

The Managing Director (MD) has overall responsibility for the implementation of the policy and is supported by the Board.

## Overview

Parratech strictly prohibits bribery or other improper payments in any of its business operations. This prohibition applies to all business activities, anywhere in the world, whether involving government officials or other commercial enterprises. A bribe or other improper payment to secure a business advantage is never acceptable and can expose individuals and Parratech to possible criminal prosecution, reputational harm, or other serious consequences.

Improper payments prohibited by this policy include bribes, kickbacks, excessive gifts or entertainment, or any other payment made or offered to obtain an undue business advantage. These payments should not be confused with reasonable and limited expenditures for gifts, business entertainment and other legitimate activities directly related to the conduct of Parratech's business.

## The Policy

Parratech personnel must:

- a. read, understand and adhere to this policy and all related standards, guidelines and procedures;
- b. not give, offer, accept or request bribes, facilitation payments, secret commissions or other prohibited payments or engage in money laundering or cause any of them to be given, offered, accepted or requested;

- c. not approve any offers, or make, accept or request an irregular payment or other thing of value, to win business or influence a business decision in favour of Parratech;
- d. Reporting to the Managing Director the receipt of any gifts, entertainment or hospitality exceeding the value of AUD \$100
- e. Obtain approval to offer any third-party gifts, entertainment or hospitality exceeding the value of AUD \$100
- f. obtain approval from the Managing Director for donations and sponsorship;
- g. maintain accurate records of dealings with third parties; and
- h. be vigilant and report any breaches of, or suspicious behaviour related to, this policy.

## Review

This Policy will be reviewed at least annually by Parratech Management

Sincerely



**Jason Fooks**  
Managing Director